



House of Representatives

General Assembly

File No. 256

February Session, 2006

House Resolution No. 13

House of Representatives, March 30, 2006

The House Committee on Appropriations reported through REP. MERRILL of the 54th Dist., Chairperson of the Committee on the part of the House, that the resolution ought to be adopted.

***RESOLUTION PROPOSING APPROVAL OF AN ARBITRATION
AWARD BETWEEN THE STATE OF CONNECTICUT AND THE
CONNECTICUT STATE EMPLOYEES ASSOCIATION.***

Resolved by this House:

- 1 That the arbitration award between the State of Connecticut and the
- 2 Connecticut State Employees Association (CSEA), P-3A Education
- 3 Administrators Bargaining Unit, issued by the arbitrator March 6,
- 4 2006, effective July 1, 2005, to June 30, 2009, inclusive, and submitted to
- 5 this assembly for approval March 13, 2006, as provided in subsection
- 6 (b) of section 5-278 of the general statutes, is approved.

APP *House Favorable*

The following fiscal impact statement and bill analysis are prepared for the benefit of members of the General Assembly, solely for the purpose of information, summarization, and explanation, and do not represent the intent of the General Assembly or either House thereof for any purpose:

OFA Fiscal Note

State Impact:

Agency Affected	Fund-Effect	FY 06 \$	FY 07 \$	FY 08 \$
Education, Dept.; Board of Education & Services for the Blind; Social Services, Dept.; Department of Mental Retardation; Labor Dept.	All Funds - Cost	215,300	1,345,393	2,697,392
Same as Above	GF - Cost	131,500	821,996	1,648,156

Note: All Funds=All Funds; GF=General Fund

Municipal Impact: None

Explanation

This arbitration award for the Education Administrators' (P-3A) bargaining unit is submitted for approval for the four-year period July 1, 2005 through June 30, 2009. Costs shown above are for the 255 all funds employees covered by this contract, including approximately 172 General Fund employees. The estimated FY 09 cost of this agreement is \$4,048,336 for all funds, of which \$2,473,544 is for the General Fund. The estimated annualized FY 09 cost is \$4,276,886 for all funds, of which \$2,613,136 is for the General Fund. Details of the costs are attached.

This award provides wage increases that are generally in line with increases for other collective bargaining agreements and arbitration awards for the same time period. The FY 09 general wage increase in this award is 3.5%, which is slightly higher than the 3% general wage increase received by four other bargaining units for the same year. The governor's FY 07 recommended midterm budget adjustments include

funding in the Reserve for Salary Adjustments account to cover the cost of this award.

Cost Estimate of Award

All Funds

Education Administrators' (P-3A) Bargaining Unit

Agencies Affected: State Department of Education, Board of Education
and Services for the Blind, Department of Social Services,
Department of Mental Retardation, Labor Department

Term of Contract: Four years, July 1, 2005 through June 30, 2009

Number of Employees Affected by Contract:

172 General Fund
83 Other Funds
255 Total

Average Full-Time Salary Data:

Percent Increase (Cash Basis)

	Salary	Total	General Wage Increase	Annual Increments	Other
Prior to Contract	\$83,651				
1st Year of Contract (FY 06)	84,436	0.94%	0.00%	0.00%	0.94%
2nd Year of Contract (FY 07)	88,513	4.83%	2.72%	0.72%	1.39%
3rd Year of Contract (FY 08)	91,812	3.73%	2.55%	0.66%	0.52%
4th Year of Contract (FY 09)	95,663	4.19%	3.19%	0.56%	0.44%

Percent Increase (Annualized Basis)

	Salary	Total	General Wage Increase	Annual Increments	Other
Prior to Contract	\$83,651				
1st Year of Contract (FY 06)	84,436	0.94%	0.00%	0.00%	0.94%
2nd Year of Contract (FY 07)	89,953	6.53%	2.95%	1.43%	2.15%
3rd Year of Contract (FY 08)	94,312	4.85%	2.94%	1.30%	0.61%
4th Year of Contract (FY 09)	99,192	5.17%	3.42%	1.11%	0.64%

Cost Summary Data (Estimated):

	Prior to Contract	At End of Contract Annualized	Percent Increase (4 years)
Salaries[1]	\$ 21,331,100	\$ 25,289,055	18.6%
Fringe Benefits[2]			
Current Items	\$ 6,441,700	\$ 7,123,260	
Arbitrated Improvements	-	15,000	
Total Fringe Benefits	\$ 6,441,700	\$ 7,138,260	10.8%
Total	\$ 27,772,800	\$ 32,427,315	16.8%

3.96% average per year (compounded)

[1] Salaries include base salary, longevity payments, unit coordinator stipends, and auto usage fees.

[2] Fringe Benefits include Social Security, normal cost of pension contributions, health insurance, life insurance, and Tuition Reimbursement and Professional Development funds.

Detail of Cost Estimates

All Funds

Contract Items	FY 06 [1]	FY 07 [1]	FY 08 [1]	FY 09 [1]	FY 09 Annualized [1]
First Year (FY 06)					
No General Wage Increase	\$ -	\$ -	\$ -	\$ -	\$ -
No Annual Increments	-	-	-	-	-
\$200,000 Merit Pool	200,000	200,000	200,000	200,000	200,000
Total First Year	\$ 200,000	\$ 200,000	\$ 200,000	\$ 200,000	\$ 200,000
Second Year (FY 07)					
3% General Wage Increase Effective 7/7/06 (24 pay periods)		\$ 585,784	\$ 634,600	\$ 634,600	\$ 634,600
Annual Increments		154,600	307,200	307,200	307,200
Additional 3% Step Added to the Top of the Salary Range		187,900	349,900	349,900	349,900
Upgrade Education Supervisor (BESB) to Salary Grade 33, Effective 6/23/06		4,900	6,400	6,400	6,400
Increase Merit Pool From \$200,000 to \$300,000		100,000	100,000	100,000	100,000
Increase Tuition Fund from \$30,000 to \$35,000		5,000	5,000	5,000	5,000
Increase BESB Professional Development Fund from \$10,000 to \$15,000		5,000	5,000	5,000	5,000
Increase Unit Coordinator Stipend from \$1,200 to \$1,500		6,600	6,600	6,600	6,600
Increase Travel Meals from \$8/\$10/\$20, respectively, to \$10/\$12/\$24 [2]					
			See Explanation Below		
Total Second Year		\$ 1,049,784	\$ 1,414,700	\$ 1,414,700	\$ 1,414,700
Third Year (FY 08)					
3% General Wage Increase Effective 7/6/07 (24 pay periods)			\$ 621,906	\$ 673,732	\$ 673,732
Annual Increments			150,600	297,700	297,700
Additional Cost Due to 3% Step Added in FY 07			18,500	40,100	40,100

Contract Items	FY 09				
	FY 06 [1]	FY 07 [1]	FY 08 [1]	FY 09 [1]	Annualized [1]
Increase Merit Pool from \$300,000 to \$400,000			100,000	100,000	100,000
Total Third Year			\$ 891,006	\$ 1,111,532	\$ 1,111,532
Fourth Year (FY 09)					
3.5% General Wage Increase Effective 7/1/08 (24.3 pay periods)				\$ 767,715	\$ 821,424
Annual Increments				135,700	267,500
Additional Cost Due to 3% Step Added in FY 07				26,000	52,800
Increase Merit Pool from \$400,000 to \$500,000				100,000	100,000
Increase Tuition Fund from \$35,000 to \$40,000				5,000	5,000
Increase Travel Meals from \$10/\$12/\$24, respectively, to \$10/\$14/\$25 [2]				See Explanation Below	
Total Fourth Year				\$ 1,034,415	\$ 1,246,724
Total Contract Items	\$ 200,000	\$ 1,249,784	\$ 2,505,706	\$ 3,760,647	\$ 3,972,955
Social Security Costs	15,300	95,608	191,686	287,689	303,931
Total Cost of Contract	\$ 215,300	\$ 1,345,393	\$ 2,697,392	\$ 4,048,336	\$ 4,276,886
Estimated General Fund Costs	\$ 131,500	\$ 821,996	\$ 1,648,156	\$ 2,473,544	\$ 2,613,136

[1] This cost analysis is based on annual costs equaling the payment of 26 payrolls.

[2] Since the overall travel costs for this unit are relatively high when compared with most other units, the cost could be significant but the breakdown needed to produce a cost estimate of the impact is not available from CORE-CT.

OFA Bill Analysis**HR 13*****RESOLUTION PROPOSING APPROVAL OF AN ARBITRATION
AWARD BETWEEN THE STATE OF CONNECTICUT AND THE
CONNECTICUT STATE EMPLOYEES ASSOCIATION.*****SUMMARY:**

A separate analysis is not prepared since the fiscal note contains much of the same information that would go into a separate analysis.

EFFECTIVE DATE: Upon passage

COMMITTEE ACTION

Appropriations Committee

House Favorable

Yea 24 Nay 4 (03/23/2006)